

1 day workshop managing others through change



Supervisors and line managers play a key role

Whether managing one or two people, or a substantial team, supervisors and line managers have a key role to play in successful change implementation. They know the issues that are likely to arise within their teams and are well-placed to work proactively to overcome resistance and build people's commitment to change.

Yet how many supervisors and line managers feel really skilled in the change management arena? When did they last have the opportunity to reflect on what works well and not so well in terms of their own tactics and strategies? With ever-increasing volumes and complexity of change in organisations today, the imperative to build supervisor and line manager change capability is greater than ever.

This workshop provides a high-value introduction to the Managed Change™ framework and approach. It allows participants to reflect on their current practice and equips them to apply the principles of well-managed change to their immediate change challenges.

Who is the workshop designed for?

- Anyone in a supervisory or line management position who is currently, or soon to be, responsible for helping others respond constructively to organisational change.
- Internal consultants - including IT, HR, Training and OD professionals - who work with others to make change happen.

What kinds of change can it help with?

Every kind of organisational change. Typical examples include:

- The introduction of new technologies, products, systems and work processes, including outsourcing
- Changes to organisational structure, including physical relocation and newly formed teams
- Mergers and acquisitions
- Culture change programmes

Objectives

- To introduce key principles and practices of well-managed change
- To define the scope and purpose of current changes, and create a compelling account of what is changing and why
- To understand the different roles in change and what it takes to play these well
- To identify your own current strengths as well as development needs in the change management arena
- To understand typical sources of resistance to change and the nature of transition
- To analyse the resistance that will impact the success of your change and identify how to deal with it effectively
- To understand the part communication, learning and reward/reinforcement play in well-managed change
- To identify key metrics to help monitor and sustain change

Format

A **1 day workshop**, run by a skilled facilitator who also has extensive experience of consulting to changing organisations. Workshops are usually run in-house although a small number of open programmes are scheduled throughout the year. Facilitator input is combined with a range of highly interactive and engaging activities, all of which include the opportunity for participants to relate the approach to their live change material.

A small amount of pre-work is included, to help participants bring a clear focus to their objectives for the session.

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Workshop Outline

Overview of the Managed Change™ framework and approach

Identifying the Change

Being clear on the scope and purpose of the change(s) you are working with. Clearly articulating what is changing and why.

Preparing to Change

Identifying and assessing key stakeholders for your change. Understanding what it takes to be an effective Sponsor and Change Agent, and assessing your own current strengths and development needs. Understanding transition and identifying typical sources of resistance to change. Developing strategies for managing resistance and mitigating risk.

Planning the Change

Understanding how key organisational systems (communication, learning and reward) can be used to create enthusiasm for the change and generate the momentum necessary to keep it moving forward. Planning to ensure each person impacted by the change:

- Understands what is happening, why, what is expected of them and what support they will be given to help make the change happen
- Receives the right training and other support at the right time
- Is encouraged and supported to demonstrate positive and productive behaviour in relation to the change

Implementing and Sustaining the Change

Identifying the metrics you will use to monitor progress and sustain the change. Review the change management planning checklist.

Would the 2 day managed change™ workshop be better for me?

If you have a key part in the design and planning of the change, as well as its implementation at a local level, you may find it helpful to attend the 2 day workshop to gain a broader and deeper understanding of the Managed Change™ approach. And we'd suggest you do this together with project colleagues.

If having attended the 1 day **managing others through change** workshop you decide to attend the **2 day managed change™ workshop**, that's fine too; although one or two elements are very similar, people find the 2 day workshop allows them to helpfully consolidate and extend their understanding.

Cost

On application.

About Irving Allan

Irving Allan is dedicated to equipping people and organisations to be great at change through:

- A powerful, proven change management framework and methodology
- Psychological expertise
- Going the extra mile

We work with you to change the way change happens in your organisation. Clients tell us that previous changes have been too slow, too costly, too painful, and for all this have not delivered the expected benefits. Clients also tell us that, through working with us, all this changes - now and into the future. They develop strength and capability to change, which gives their organisations an edge.



For more information and to book a workshop

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